

Gestalt Training Institute Of Philadelphia Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Kelly Kampf, Executive Director / CEO** (\$61,300) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

Benchmarked executive: Kelly Kampf — reported title “Ex. Director until 1/20/23”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

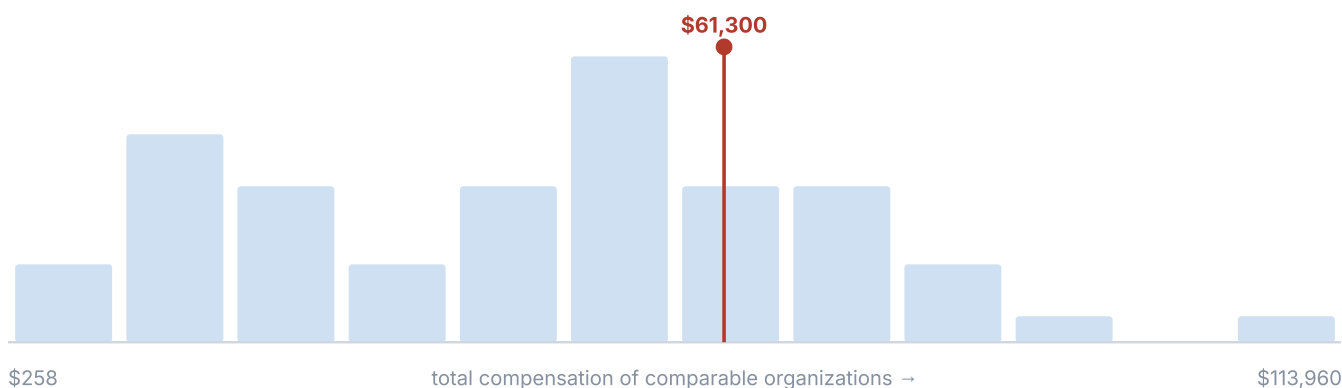
SECTOR Organizations sharing the subject's NTEE classification (E50Z).

BUDGET Total revenue between \$168,990 and \$378,337 — 0.67x to 1.50x the subject's \$252,225 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E50), nationwide + budget 0.67–1.5x revenue.

54 organizations qualified on sector, size, and geography → **54** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,589	\$23,047	\$49,533	\$59,352	\$74,857	\$61,300
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to PA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hopewell Ranch Inc	MI	\$251,146	Executive Di	\$21,300	\$22,046	2023
Heartstrides Therapeutic Riding	WA	\$251,000	Founding Director	\$60,625	\$52,867	2024
Help Me Grow Pediatric Rehab Services	NH	\$256,370	Executive Director	\$22,500	\$20,235	2024
Adaptive Physical Education	CA	\$246,621	Vice President	\$62,388	\$52,472	2024
Stable Friendships Foundation Inc	NY	\$258,980	Vice President	\$21,000	\$18,483	2024
Central New York Regional Emergency	NY	\$261,182	Excutive Director	\$90,934	\$77,971	2025
Wilderwood Equine Therapy	NM	\$263,853	Executive Di	\$81,625	\$85,510	2024
Meg Foundation	CO	\$238,925	Executive Director	\$122,019	\$113,960	2024
The Medicine Horse Center	CO	\$233,473	Executive Dir.	\$63,232	\$59,056	2024
Healing Reins Of Kentucky Inc	KY	\$271,770	Director	\$14,095	\$14,750	2024
Small Miracles Therapeutic	TN	\$229,287	Executive Di	\$51,482	\$52,708	2024
Center For Adaptive Riding	NV	\$280,867	Former Executive Director	\$10,500	\$10,252	2024
Camelot Therapeutic Horsemanship Inc	AZ	\$281,224	President	\$80,291	\$75,210	2024
Genuine Animate Navigate Assist Succeed	CA	\$281,355	Executive Director	\$77,542	\$67,143	2023
Childrens Therapy Clinic	WV	\$281,494	Executive Director	\$51,325	\$55,726	2023
Watch Us Farm Inc	IN	\$281,604	Executive Director	\$13,000	\$13,353	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mini Therapy Horses	CA	\$220,491	Director	\$27,588	\$23,203	2024
Rascal Rodeo	WA	\$287,600	Executive Director	\$76,664	\$66,854	2024
Willow Creek Ranch Inc	WI	\$287,616	Executive Director	\$32,261	\$32,816	2024
Boise Services Group Inc	ID	\$287,658	President	\$65,828	\$68,206	2024
Manes And Motions Therapeutic Riding	CT	\$291,123	President & Ceo	\$19,923	\$18,194	2024
Grow Pediatric Therapy Services	MO	\$291,608	Secretary	\$250	\$258	2024
Remount Foundation	CO	\$212,567	Founder	\$42,778	\$41,133	2023
Hilltop Horizons Inc	PA	\$211,681	Executive Di	\$38,462	\$37,359	2024
Hope Springs Equestrian Therapy Inc	PA	\$209,781	Executive Director	\$75,153	\$72,997	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to PA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT 54 organizations. Compensation range \$258–\$113,960; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$252,225); for reference, expenses \$153,634 and assets \$312,269.

ROLE MATCH Kelly Kampf, reported title "*Ex. Director until 1/20/23*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	76 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	70 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Kelly Kampf) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 54 similarly situated organizations (Same NTEE sector (E50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,300 is reasonable (approximately the 76th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.